

Guided Questions to Ask Your Mentee

Asking your mentee intentional and thought-invoking questions is vital to the learning process for both of you. It can help you gain insight into their background, goals, and ways of thinking. Questions can also be used to help your mentees see truths about themselves, such as their strengths, areas of improvement, and growth.

- **Getting to Know Each Other**
 - What was your hometown like, do you still live there or visit?
 - Who are the most important people in your life?
 - What do you do for fun?
 - What is something you are most proud of?
 - Who did you look up to as a child and why?
- **Establishing Expectations**
 - Have you had a mentor in the past?
 - What inspired you to seek mentorship?
 - What are you hoping to gain from this mentoring relationship?
 - What are your expectations for this mentorship?
 - What can I do to make this a positive experience for you?
- **Personal Growth**
 - In what areas of personal growth would you like to focus on first?
 - What inspires your growth?
 - What are some personal challenges you face?
 - What do you think is important for your own personal development?
 - How can I help support your growth?
- **Motivation and Habits**
 - What are your core values? Where do you see these values in your life?
 - What motivates you?
 - What or who inspires you?
 - What habits have you developed that help you be successful?
 - What habits or patterns have held you back?
- **Strengths and Areas to Work on**
 - What is your greatest personal strength?
 - From whom or where did you learn this personal strength?
 - Share an experience where you had to practice using your personal strength.
 - What are some personal areas that you would like to work on?
 - What specific area do you want to improve on now?
- **Areas of Professional Growth**
 - What are your short-term goals?
 - What are your long-term goals?
 - What professional skills do you want to learn and develop?
 - Is there a specific career field you want to learn about?
 - Would you like to learn about my career path?

- **Developing Self-Awareness**

- Do you practice self-awareness?
- How often do you check in with yourself about your thoughts, feelings, and actions?
- What have you learned about yourself in the past?
- What are you seeking to learn about yourself now and why is it important for you?
- Are you comfortable asking for feedback to learn more about yourself?

- **Reflection**

- Do you do self-reflection? If yes, how has this helped you?
- What personal or professional experience/situation do you think you could have handled differently?
- How do you think mentoring will/or has contributed to your personal and or professional growth?
- What have you learned from overcoming obstacles and challenges in the past?

- **Gratitude and Appreciation**

- What are the things in your life that you are most grateful for?
- Who is someone that you are grateful for in your life? And why?
- How can you implement gratitude as a regular practice in your life?
- What do you appreciate about your personal development journey?
- What are you grateful for with this mentorship relationship?